

C. SUPPLEMENTS

The following salary supplement schedule will be in effect for the school year **2018-2019**. All position supplements must be justified by the administrator, recommended by the Superintendent, and approved by the School Board.

Addenda Code	ASSIGNMENT	INDEX	SUPPLEMENT AMOUNT IN-HOUSE \$35,000.00	SUPPLEMENT AMOUNT PUBLIC \$34,000.00
AA101	Athletic Director – High School	0.160	5,600.00	5,440.00
AA102	Athletic Director – Middle School	0.050	1,750.00	1,700.00
AA116	Athletic Trainer – High School	0.080	2,800.00	2,720.00
AA117	Athletic Trainer – Middle School	0.028	980.00	952.00
AA119	Business Manager – High School	0.080	2,800.00	2,720.00
	<i>Baseball and Softball</i>			
AA121	Head Coach – High School	0.110	3,850.00	3,740.00
AA122	Assistant Coach – High School	0.060	2,100.00	2,040.00
AA124	Junior Varsity Coach	0.050	1,750.00	1,700.00
AA125	Junior Varsity Assistant Coach	0.045	1,575.00	1,530.00
AA127	Middle School Coach	0.040	1,400.00	1,360.00
AA128	Assistant Middle School Coach	0.020	700.00	680.00
	<i>Basketball</i>			
AA131	Head Coach – High School	0.110	3,850.00	3,740.00
AA133	Junior Varsity Coach	0.060	2,100.00	2,040.00
AA135	Middle School Coach	0.040	1,400.00	1,360.00
AA136	Assistant Middle School Coach	0.020	700.00	680.00
	<i>Bowling</i>			
AA140	Head Coach- High School	0.045	1,575.00	1,530.00
	<i>Cheerleaders</i>			
AB301	Varsity	0.110	3,850.00	3,740.00
AB302	Junior Varsity	0.045	1,575.00	1,530.00
AB305	Middle School	0.040	1,400.00	1,360.00

Addenda Code	ASSIGNMENT	INDEX	SUPPLEMENT AMOUNT IN-HOUSE \$35,000.00	SUPPLEMENT AMOUNT PUBLIC \$34,000.00
	Cross Country			
AA151	Cross Country Coach	0.045	1,575.00	1,530.00
	Girls Flag Football			
AA155	Head Coach – High School	0.05	1,750.00	1,700.00
AA156	Assistant Coach – High School	0.028	980.00	952.00
	Football			
AA161	Head Coach – High School	0.160	5,600.00	5,440.00
AA162	Assistant Coach – High School	0.100	3,500.00	3,400.00
AA164	Junior Varsity Coach	0.080	2,800.00	2,720.00
AA167	Head Coach – Middle School	0.065	2,275.00	2,210.00
AA168	Assistant Coach – Middle School	0.055	1,925.00	1,870.00
	Golf			
AA171	Golf Coach	0.045	1,575.00	1,530.00
AA175	Junior Varsity Golf Coach	0.020	700.00	680.00
	Soccer			
AA181	Head Coach – High School	0.090	3,150.00	3,060.00
AA182	Junior Varsity Coach – High School	0.055	1,925.00	1,870.00
AA185	Middle School Coach	0.040	1,400.00	1,360.00
	Swimming Coach			
AA191	Head Coach – High School	0.080	2,800.00	2,720.00
AA192	Assistant Coach – High School	0.045	1,575.00	1,530.00
	Tennis			
AA201	Tennis Coach	0.055	1,925.00	1,870.00
	Track			
AA211	Head Coach – High School	0.090	3,150.00	3,060.00
AA212	Assistant Coach – High School	0.055	1,925.00	1,870.00

Addenda Code	ASSIGNMENT	INDEX	SUPPLEMENT AMOUNT IN-HOUSE \$35,000.00	SUPPLEMENT AMOUNT PUBLIC \$34,000.00
	<i>Volleyball</i>			
AA221	Head Coach – High School	0.090	3,150.00	3,060.00
AA223	Junior Varsity Coach	0.055	1,925.00	1,870.00
AA225	Middle School Coach	0.040	1,400.00	1,360.00
	<i>Weight Lifting</i>			
AA231	Weight Lifting Coach – High School	0.050	1,750.00	1,700.00
AA232	Weight Lifting Assistant Coach	0.028	980.00	952.00
	<i>Wrestling</i>			
AA241	Head Coach – High School	0.090	3,150.00	3,060.00
AA242	Assistant Coach – High School	0.055	1,925.00	1,870.00
	<i>Academic Team Advisor</i>			
AB311	High School	0.030	1,050.00	1,020.00
AB315	Middle School	0.020	700.00	680.00
	<i>Annual Sponsor</i>			
AB321	High School	0.045	1,575.00	1,530.00
AB325	Middle School	0.020	700.00	680.00
	<i>Band Director</i>			
AB331	High School	0.135	4,725.00	4,590.00
AB332	Marching Band Assistant – High School	0.020	700.00	680.00
AB335	Middle School	0.040	1,400.00	1,360.00
AB337	Band Auxiliary	0.050	1,750.00	1,700.00
	<i>Class Sponsor</i>			
AB341	Senior Class	0.055	1,925.00	1,870.00
AB343	Junior Class	0.055	1,925.00	1,870.00
AB345	Sophomore Class	0.028	980.00	952.00
AB347	Freshman Class	0.028	980.00	952.00

Addenda Code	ASSIGNMENT	INDEX	SUPPLEMENT AMOUNT IN-HOUSE \$35,000.00	SUPPLEMENT AMOUNT PUBLIC \$34,000.00
	<i>Choral Director</i>			
AB351	High School	0.055	1,925.00	1,870.00
AB355	Middle School	0.028	980.00	952.00
AB358	Elementary School	0.015	525.00	510.00
	<i>FBLA (Future Business Leaders of America)</i>			
AB361	High School	0.035	1,225.00	1,190.00
AB365	Middle School	0.024	840.00	816.00
	<i>FCCLA Sponsor (Family Career & Community Leaders of America)</i>			
AB371	High School	0.035	1,225.00	1,190.00
AB375	Middle School	0.024	840.00	816.00
	<i>FFA Sponsor (Future Farmers of America)</i>			
AB381	High School	0.055	1,925.00	1,870.00
AB385	Middle School	0.035	1,225.00	1,190.00
	<i>JROTC</i>			
AB391	Commander	0.080	2,800.00	2,720.00
AB392	Assistant Officer	0.040	1,400.00	1,360.00
AB401	National Honor Society	0.030	1,050.00	1,020.00
AB402	National Junior Honor Society	0.020	700.00	680.00
AB411	Newspaper Sponsor – High School	0.028	980.00	952.00
AB412	Newspaper Sponsor – Middle School	0.020	700.00	680.00
	<i>Student Government Advisors</i>			
AB421	High School	0.045	1,575.00	1,530.00
AB425	Middle School	0.020	700.00	680.00
AB428	Elementary School	0.010	350.00	340.00

Addenda Code	ASSIGNMENT	INDEX	SUPPLEMENT AMOUNT IN-HOUSE \$35,000.00	SUPPLEMENT AMOUNT PUBLIC \$34,000.00
	<i>Others</i>			
AC431	Substitute Designee		1,030.00	N/A
AB433	Flex Positions – High School (<i>Maximum of 2 per school</i>)	0.020	700.00	680.00
AB434	Flex Positions – Middle School (<i>Maximum of 2 per school</i>)	0.015	525.00	510.00
AB436	Triad Supplement	0.019	665.00	646.00
AB438	SADD Sponsor	0.028	980.00	N/A

Flex positions are approved by the Principal. Student participation must be proven from previous experience. These supplements are for existing, active, successful non-athletic activities.

On Staff / In-House: All Supplements will be paid in 22 installments

Not on Staff / Public: 50% Midway thru season
50% on Completion of season

D. DIFFERENTIATED PAY

Pay for advanced degrees may be provided for teachers and school administrators (hired prior to July 1, 2011) who qualify by providing documentation of degree conferral (official transcript) from an accredited institution; pay will be retroactive to the date of degree conferral if received within the current school year.

§. 1012.22(1) I Pay for advanced degrees (for teachers or school administrators) may be provided for those hired on or after July 1, 2011 only if the degree is held in the area of certification and is only a salary supplement. Supplements for an advanced degree will be paid retroactive to the date the degree was conferred as indicated on the transcript, if received within the current school year. Based on 24 pay periods; will be prorated for contract days worked. Supplements are based upon 196 days / 7 hours.

DEGREE	AMOUNT
Masters	\$2,200.00
Specialist	\$2,500.00
Doctorate	\$3,800.00

CRITICAL SHORTAGE INDEX

ESE Program Staffing Specialist (For those employees whose contract began prior to the 2013-14 SY)	*Base Salary x 1.13 for 196 Days
Occupational Therapist Physical Therapist	*Base Salary x 1.13 for 196 Days
Licensed Mental Health Counselor	*Base Salary x 1.13 for 196 Days
Psychologist	*Base Salary x 1.13 for 196 Days
Social Worker (For those employees whose contract began prior to the 2013-14 SY)	*Base Salary x 1.13 for 196 Days
Speech Pathologist Teachers of the Speech Language Impaired	*Base Salary x 1.13 for 196 Days

*The Base salary for these positions shall be the salary earned by that individual on the Board adopted teacher salary schedule multiplied by 1.13. To receive the Index, the employee must hold valid licensure and be serving in the position requiring licensure.

ADDITIONAL SUPPLEMENTS FOR DIFFERENTIATED PAY (§. 1012.22)

Eligible personnel meeting category criteria listed below must also meet the following requirements to be paid the appropriate categorical supplement:

- Hold a valid Florida Department of Education issued **Professional** Educator's Certificate
- Must have **physically** worked at least 99 days of a contract year, in the same assignment, and receive a final summative performance evaluation
- Must receive an overall *Instructional Practices Component* (IPC) rating of at least **Effective** on the Performance Evaluation Instrument for Instructional Personnel.
- Employees who have **physically** worked 99 days or more, but elect to leave the district of their own free will, either within the contract period or at the end of the current school year, will not be eligible for any categorical supplement.

Differentiated Pay supplements are applicable only for as long as the employee meets the designated criteria. Supplements are not part of an employee's continuing base salary. The supplement is a fixed dollar amount and is subject to change from fiscal year to fiscal year as funding and the collective bargaining process permits.

CATEGORY I: School Demographics	Supplement Amount
<p>Classroom teachers who teach core academic subject areas, as based on FLDOE course codes, for at least 50% of the day AND school administrators who meet the following criteria:</p> <ul style="list-style-type: none"> • Schools in Elementary and Secondary Education Act (ESEA) PRIORITY status "F" grade; required under NCLB), OR • Schools in ESEA FOCUS status ("D" grade) for three (3) or more consecutive years, AND meet both of the following criteria: <ul style="list-style-type: none"> ○ 60% or higher minority students ○ 80% or higher free/reduced lunch rate, OR • Schools designated as a CHOICE school <p>NOTE: Category I (DA status schools) supplemental pay is based on previous (not current) school year's DA status; eligible Category I teachers are paid based on current employment at a DA status school as long as the teacher continues employment at a DA status school for the subsequent school year.</p>	<p>\$800 max/per</p> <p>Supplement amount varies based upon the number of schools meeting Category I requirements (<i>\$50,000 cap divided by number of individuals to be paid at qualifying locations</i>)</p>
CATEGORY II: Level of Job Performance Difficulty	Supplement Amount
<p>Classroom Teachers who hold the applicable certification(s)/endorsement(s) and are instructing in core areas, based on FLDOE Course Code, AND who meet one of the following criteria (<i>only one supplement in this category will be paid</i>):</p> <ul style="list-style-type: none"> • Teaches Reading and holds certifications/endorsements in BOTH Reading AND ESOL, AND instructs a minimum of 25% ELL classroom population (e.g., 20 classroom students; 5 must be classified as LY students = 25%) • Teaches Intensive Reading at least 50% of day and holds certification/endorsements in BOTH Reading AND ESOL • Teaches Intensive Math at least 50% of day and holds appropriate Math certification; • Teaches more than four (4) secondary preps in the following core subject areas: Math, Language Arts, Reading, Science, Social Science 	<p>\$700 max/per</p> <p>Supplement amount varies based upon the number of individuals meeting Category II requirements (<i>\$40,000 cap divided by number of individuals to be paid</i>)</p>

CATEGORY III: Critical Shortage Areas	Supplement Amount
<p>Classroom teachers who hold the applicable certification(s)/endorsement(s) and are instructing in core areas, based on FLDOE Course Code, AND who meet one of the following criteria (<i>only one supplement in this category will be paid</i>):</p> <ul style="list-style-type: none"> Teaches full-time, self-contained ESE students 100% of day (students pulled for “specials” only); BIC units receive additional \$100 supplement Teaches high school Honors, Advanced Placement, IB, and/or Dual Enrollment courses in the following core academic subject areas: English, Math, Science at least 50% of day 	<p>\$600 max/per</p> <p>Supplement amount varies based upon the number of individuals meeting Category III requirements (<i>\$30,000 cap divided by number of individuals to be paid</i>)</p>
CATEGORY IV: Additional Responsibilities: Teacher Development	Supplement Amount
<ul style="list-style-type: none"> Teacher Development: Mentor teachers 	\$500
<ul style="list-style-type: none"> Teacher Leadership: Curriculum Leadership Team (CLT)* 	\$1,505

PROCESS FOR IDENTIFYING PERSONNEL WHO QUALIFY FOR DIFFERENTIATED PAY

In addition to supplemental pay for advanced degrees and critical shortage areas, there are five (5) additional categories of Differentiated Pay as described in The School Board of Highlands County Salary Schedule.

The process for each category is as follows:

CATEGORY I: School Demographics

May -- HR/MIS personnel pull data for the following information:

- Identify schools in Elementary and Secondary Education Act (ESEA) **Priority** status (“F”)
- Identify schools in ESEA **Focus** status (“D” grade) for three (3) or more consecutive years
- Identify schools who meet **60%** or higher minority students
- Identify schools who meet **80%** or higher free/reduced lunch rate
- Identify schools who have been designated as a **Choice** school
- Identify certificated personnel who hold a **Professional** Educator’s Certificate issued by FLDOE
- Identify certificated personnel who have physically worked at least 99 days of the current contracted school year, in the same teaching assignment, and received a final summative performance evaluation
- Identify certificated personnel who received an overall Instructional Practices Component (IPC) rating of Effective or higher on the final summative performance evaluation
- Identify classroom teachers who teach core academic subject areas, and based on FLDOE course codes
- Review teacher class schedules to determine percentage of instructional day core academic courses are taught by **each** teacher

June – Supplements are paid in the last June paycheck. **NOTE:** *Category I (DA status schools) supplemental pay is based on previous (not current) school year’s DA status; eligible Category I teachers are paid based on current employment at a DA status school as long as the teacher continues employment at a DA status school for the subsequent school year.*

CATEGORY II: Level of Job Performance Difficulty

May -- HR/MIS personnel pull data for the following information:

- Identify classroom teachers who hold a Florida Educator's Certificate and teach core academic subject areas, and based on FLDOE course codes, in Reading, Intensive Math, and/or ESOL
- Review teacher class schedules to determine percentage of day core academic course are taught by *each* teacher
- Identify ELL students assigned to teachers who hold certification(s)/endorsement(s) in ***BOTH*** Reading ***AND*** ESOL; calculate ELL percentage of classroom population
- Identify secondary teachers who teach more than four (4) preps in core academic subject areas, and based on FLDOE course codes, in Math, Language Arts, Reading, Science, and/or Social Science
- Identify certificated personnel who hold a **Professional** Educator's Certificate issued by FLDOE
- Identify certificated personnel who have physically worked at least 99 days of the current contracted school year, in the same teaching assignment, and received a final summative performance evaluation
- Identify certificated personnel who received an overall Instructional Practices Component (IPC) rating of *Effective* or higher on the final summative performance evaluation

June – Supplements are paid in the last June paycheck.

CATEGORY III: Critical Shortage Areas

May -- HR/MIS personnel pull data for the following information:

- Identify teachers who teach in a full-time, self-contained ESE classroom
- Identify teachers who teach in a BIC unit
- Identify high school teachers who teach Honors, Advanced Placement, IB, and/or Dual Enrollment academic subject areas and based on FLDOE course codes, in English, Math, and/or Science
- Review teacher class schedules to determine percentage of day core academic course are taught by *each* teacher
- Identify certificated personnel who hold a **Professional** Educator's Certificate issued by FLDOE
- Identify certificated personnel who have physically worked at least 99 days of the current contracted school year, in the same teaching assignment, and received a final summative performance evaluation
- Identify certificated personnel who received an overall Instructional Practices Component (IPC) rating of *Effective* or higher on the final summative performance evaluation

June – Supplements are paid in the last June paycheck.

CATEGORY IV: Additional Responsibilities

Teacher Development: Mentor teacher assigned to new and/or developing teacher are paid a \$500 supplement upon completion and final review of mentor program notebook.

Teacher Leadership: School Curriculum Leadership Team (CLT) teachers are responsible for meeting at specified dates/times for data discussion, curriculum planning, coaching, training, observing, and supporting colleagues. A \$1,505 supplement is paid in 22 installments beginning the last pay period in September (total supplement amount based on percentage of beginning teacher pay).

NOTE: All qualifying reports are reviewed by district- (HR, MIS, C&I) and school-level administrators to determine eligibility for Categories I, II & III.